



FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

31-03-2026

Feedback: IPID DBC meeting – Input required

Organisational structure

The employer is in the process of reviewing the organisational structure. The draft structure was tabled at the DBC meeting and is *attached* for members' attention and inputs. Members are hereby requested to submit inputs on the proposed organisational structure to leah.chaba@ipid.gov.za on or before **3 April 2026**.

Injury on duty (IOD) policy and procedure

As communicated previously, the *Informus* is accessible through the PSA's website or any PSA Provincial Office. The PSA requested the employer to develop a formal IOD policy to be utilised within IPID and provide statistics of employees currently recorded as IOD cases. The employer confirmed that an IOD Policy has been developed and that the policy will be shared with the PSA on or before 27 March 2026. The policy will form part of the broader policy review session scheduled for 8–9 April 2026 and the IOD statistics will also be provided on or before 27 March 2026.

Appointment of investigators and shortage of resources

The employer recently appointed investigators on one-year contracts. The PSA raised concerns regarding insufficient resources for the newly appointed investigators to execute their duties. The employer indicated that contracted investigators are sharing available resources with existing IPID investigators, there is a general shortage of resources across the organisation and that the employer is exploring ways to secure additional budget to address the shortages. Following these engagements, the item was removed from the agenda.

Review of policies

As communicated previously, the *Informus* is accessible through the PSA's website or any PSA Provincial Office, the PSA noted that several policies had been approved unilaterally, without the required consultation. In response, the employer conceded and committed to tabling all such policies for consultation, seven (7) policies were tabled during the previous DBC, additional policies are expected to be shared on or before 3 April 2026. Once the full set of policies has been shared, the policies will be shared with members for inputs, and a comprehensive policy review session will be scheduled.

Investigator's benefits at IPID

The PSA submitted a demand that IPID investigators be granted benefits equivalent to those afforded to SAPS investigators, as contemplated in the *IPID Act 1 of 2011* (as amended). The PSA further proposed that a task team be established to deliberate on the matter and the employer indicated support for the proposal in principle. Following extensive engagement, parties agreed to defer the matter to the next DBC meeting to allow the PSA to gather additional information. Members will be kept informed of the developments.

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Reuben Maleka

GENERAL MANAGER